

April 22, 2005

## CHFS Focus Employee Spotlight: Franklin Joins CHFS to Help Get the Word Out

When Vikki Franklin, CHFS' director of Communications, expressed some last minute jitters about starting her new job, Franklin's five year-old daughter gave her this advice: "Mommy, after this many days (with arms held wide apart), it'll be fine!" And, so it has been.



Franklin began work this past Monday and has quickly gotten into the fast-paced flow of CHFS communications. The Communications Division is located in the Office of Legislative and Public Affairs and provides information to the general public, media and over 9,000 employees about CHFS programs and issues.

Franklin comes to state government from Central Baptist Hospital in Lexington where she was the marketing coordinator. She has a strong and varied public relations and print and broadcast journalism background. She began her career in public relations at the University of Kentucky's Office of Public Relations and served as assistant director of the UK Chandler Medical Center's Public Relations Office.

She earned a master's degree in journalism from Indiana University at Bloomington and a bachelor's degree in journalism from Marshall University in Huntington, W. Va.

"We are delighted to have someone of Vikki's caliber join us to head up CHFS communications efforts. She brings with her a wealth of experience and knowledge in the area of public relations," said Dr. James W. Holsinger, Jr., Secretary of the Cabinet for Health and Family Services. "I am certain that Vikki's leadership will be invaluable as we work to tell Kentuckians about the outstanding programs within CHFS and what types of health and family services are available to them."

Franklin is looking forward to getting the word out about CHFS programs and services by exploring a more personal element through human interest stories. "I am excited about the opportunity to help tell the CHFS story," Franklin said. "I have tremendous respect for the work of the cabinet and am looking forward to working with the

communications staff to spread the word about the good work of CHFS."

While at the UK Medical Center, Franklin worked with Dr. Holsinger and the opportunity to work with him again "was too good to pass up." "I have great respect and admiration for Dr. Holsinger and the quality of work he does. He believes in doing the right thing every time," says Franklin. "I'm very fortunate to have the opportunity to be a member of his team."

During her time at the Med Center, she was often on call 24-7, pulling some "late nighters" and being involved with several high-profile crisis communications situations, such as the 1999 UK medical helicopter crash in Jackson that killed all aboard.

When asked about first impressions of CHFS staff, Franklin replied, "Everyone has been incredibly welcoming and friendly. This is a big place, but it has a big heart and people have gone out of their way to make me feel at home."

Another of Franklin's former UK colleagues, Inspector General Robert J. Benvenuti, III, says, "I'm thrilled to be working with Vikki again. She's a top-notch individual, an excellent communicator and will make every effort to build on the solid communications base already in place."

Franklin's hobbies include reading and watching movies. She is a huge fan of Kentucky writers, particularly Appalachian. Right now she is reading Silas House's latest book, Coal Tattoo. Above all, she enjoys spending time with her family - eight-year-old Curtis, five-year-old Ella and her husband of 16 years, Jeff - that she describes as "the light of her life." Some may remember her husband, Jeff Franklin, as an anchor and reporter for WYMT and WLEX during the late 80s and early 90s. He is currently a video producer for UK's College of Agriculture.

After completing her first week of work with CHFS, Franklin says, "I know I have a lot to learn about programs and issues facing the cabinet, but I also have a lot to share. I am eager to work with staff to frame stories and draw attention to our programs."

It seems that Ella was right! Everything is going to be just fine.

## CHFS Focus Program Spotlight: Child Abuse Prevention

By Anya Armes Weber

*Shyanna Howard's entry was winner of the 2005 button contest cosponsored by the cabinet and Prevent Child Abuse Kentucky. Shyanna is a fourth-grader at Worthington Elementary in Raceland.*



April is Child Abuse Prevention Month, and cabinet staff are working diligently this and every month to protect vulnerable children and prevent child abuse through education and community partnerships.

Secretary James W. Holsinger, Jr. recently emphasized the cabinet's commitment to protecting children at the spring Secretary's Forum for Frankfort staff.

"Ever since I came to the cabinet, I've been really bothered by the reports of child fatalities that I see," he said. "It just tears out my heart.

"I want us to do everything we can to drive down the instances of child abuse in Kentucky while we're all working together in this cabinet. That alone will make a major difference in the lives of children and families all over the commonwealth."

Dr. Eugene Foster, undersecretary for Children and Family Services, talked about the cabinet's efforts at the Child Abuse Prevention Month kickoff, a Capitol event sponsored by Prevent Child Abuse Kentucky, earlier this month.

By implementing evidence-based practices and internal research, Foster said, the cabinet has identified the root causes of abuse and the factors that put children at greater risk.

"Using this knowledge, we will launch the Dynamic Family Assessment system in which child protective services (CPS) workers -- those social workers who are on the front lines of the field -- will use mobile computer technology, loaded with a safety risk assessment tool to aid in objectively predicting risk for abuse so we can better protect children," Foster said.

The new system pilot is scheduled to begin next month in the FIVCO and Northern Kentucky service regions.

Foster said the cabinet is also providing ongoing, comprehensive child fatality prevention training to CPS workers, their supervisors and community partners across the state.

Holsinger said educating youth leaders and other adults is next on the horizon.

"It's not just the training of our own people that we need, but every one of us, as adults who come in contact with children, needs to know the signs and symptoms of child abuse," he said.

Holsinger would like to see a statewide training roll out through KET television or another venue. "That would allow individuals like scoutmasters, 4-H leaders and grandparents to be able to identify if there's a suspicion that a child is being abused."

Child protection advocates say adults can also help in abuse prevention and awareness by teaching their children how to protect themselves and that it's OK to go to a trusted adult if someone is hurting them.

For state fiscal year 2004, there were more than 53,000 reports made of child abuse and neglect involving more than 65,000 Kentucky children.

Marian Call is the manager of the Child Safety Branch in the Department for Community Based Services' Division of Protection and Permanency.

**Report child abuse, neglect or exploitation statewide by calling (800) 752-6200, local law enforcement or the Protection and Permanency Office in your county. If a child is in immediate danger, dial 911.**

Her staff in Frankfort assists workers across the state as they investigate child abuse and neglect by any adult in a caretaker role.

It's up to CPS staff to determine if abuse can be substantiated and to recommend a course of action -- from referring a family to needed services such as parenting classes, substance abuse treatment or individual counseling to child removal -- to protect the children in the least disruptive possible manner.

Call said one of the greatest tools the cabinet has in the fight against child abuse is its toll-free abuse reporting hot line.

April 22, 2005

Reporting suspected abuse and providing detailed information by calling the hot line or contacting a local DCBS office helps the cabinet protect all children, Call said.

"We want everyone to know about the phone number and to use it if they even suspect abuse," she said. "Some people may feel like they're intruding or betraying a confidence if they report, but it's the law."

Callers remain anonymous for their protection.

Foster said the cabinet's efforts to educate and inform the public have not gone unrewarded.

"This past fiscal year we have successfully stemmed the recent trend of rapid annual increases in child fatalities from abuse and neglect," Foster said. "It is our goal to reverse that trend next year."

Holsinger said that's a priority for not just the cabinet, but all of the commonwealth.

"It's only by adults working hard and making a difference that we can drive the instances of child abuse down," he said.

## 15 graduate from Cooper/Clayton

*By Jan Beauchamp, Tobacco Prevention & Cessation Program*

*At right:  
Cooper/Clayton  
participants join  
in a discussion  
group.*



In early January a group of CHFS employees with New Year's resolutions to accomplish began the Cooper/Clayton Method to Stop Smoking. Now, 12 weeks later, 15 have completed the program and begun their journey as non-smokers.

In a graduation ceremony held Friday, April 8, CHFS Secretary, Dr. James W. Holsinger Jr., acknowledged their accomplishment and presented them with certificates to mark their completion of the program.

"This has been a great group to work with; they became strong support for each other," said program facilitator Karen Thompson. "They are an impressive group that worked very hard to overcome their addiction."

"Quitting is hard," says Jan Beauchamp, Program Coordinator for the Tobacco Prevention and Cessation Program. "No one really wants to quit, but they know it is something they should do." More restrictions on the places where smokers can smoke and the rising costs of cigarettes have helped many to realize the importance of quitting.

Beauchamp hopes they are able to focus on the health benefits of quitting instead of what they are giving up. Tobacco use and dependence remains the leading preventable cause of death in Kentucky and the nation – killing nearly 8,000 Kentuckians each year.

The Cooper/Clayton Method is a 12-week stop smoking program that incorporates nicotine replacement products like the patch or gum with behavior modification to help people overcome addiction to nicotine. Group camaraderie also plays an important role; people can look to each other for support and understanding.

This program was a pilot project for the CHFS local facility with funding being provided by the Tobacco Prevention and Cessation Program. For more information about the possibility of another session, or for more information about tobacco cessation, contact Jan Beauchamp at [Jan.Beauchamp@ky.gov](mailto:Jan.Beauchamp@ky.gov).

## Get Moving CHFS! UPDATE

### Off to a great start!

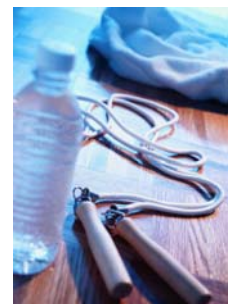
Participants have completed nearly two weeks of Get Moving Kentucky! Get Moving CHFS! About 900 employees are signed up to participate.

### PAMs

As of Wednesday, Get Moving CHFS! teams had logged in more than 8,150 PAMs for the first full week!

One PAM is equivalent to 15 minutes of continuous exercise or 2,000 steps. Any type of continuous exercise can convert into PAMs. Yes, you can count the 15 minutes you spend vacuuming the house as 1 PAM! And the 30 minutes you spend salsa dancing on Friday night counts, too - as 2 PAMs!

To be eligible for the mid-activity and end-activity prize drawings, teams must continue to participate and report weekly progress. Captains should continue to turn in weekly PAM calculations to Joyce Jennings (CHR mailstop 3C-G).



April 22, 2005

Remember, your team's goal is to reach 420 PAMs by June 3!

### Pedometers

Pedometers are on the way! Keep watching CHFS Focus to find out when they will be available. You may donate \$1 to help defray the cost of the pedometers. A pedometer is not required to participate in the Get Moving CHFS! program.

### 3 Chicks, a Dude, and a Pair of Tennis Shoes?

By Pam Fries

3 Chicks, a Dude, and a Pair  
of Tennis Shoes  
8 Left Feet  
Charlie's Angels  
Lab Looneys  
Team George



Rock groups? NetFlix for teens? Hit songs?  
Uuuuumm, no.  
Names of Get Moving CHFS! walking teams?  
YES!

After the successful kickoff event on April 11, CHFS staff members are still moving. Just look around your building or your neighborhood at the number of people striding along the streets and trails during morning and afternoon breaks, lunch time and after work.

But why did this activity capture such interest and commitment?

### 3 Chicks, a Dude, and a Pair of Tennis Shoes

Janice Lunsford, team captain of 3 Chicks, a Dude, and a Pair of Tennis Shoes, said her team - and all MHMR teams - were "biting at the bit to get started, and now we're having a blast with it.

"Out of 136 people in our central office department, 84 are participating in 21 teams," Lunsford said. "This is the neatest thing the cabinet has ever done - it brings people together, gives them something in common and creates a lot of excitement.

"I've had people come up and thank me for getting us involved because they had had no idea how little they exercised. Others have discovered they were getting more exercise than they thought they were. One person was inspired enough to join Weight Watchers in addition to walking. What a boost! The awareness is wonderful!"

In case you're wondering, the three chicks include Lunsford, Rachel Cox and Kim Stinetorf; the dude is Steven Royalty. They decided to concentrate on exercise they liked as kids. Lunsford favors biking and swimming laps; Cox and Stinetorf, who both have two young children, are already walkers; and Royalty has long been into biking for his physical and mental health.

"The pedometers are a real plus," Lunsford said. "We fully intend to walk across Kentucky!"

### 8 Left Feet

Noel Harilson said he and his team of 8 Left Feet are also excited about walking across Kentucky, as are all the teams within Medicaid Services. "You hear a lot of people saying 'our team is gonna beat your team,'" Harilson said. An avid runner and weight lifter, Harilson said there is really a lot of enthusiasm about exercising.

Steve Bechtel, with two of the 8 Left Feet, is already averaging six miles a day. "It's really exciting," Bechtel said. "I've been mowing the yard and pushing my 2-year-old around the block, but now I'm also putting time into walking for my own health."

The last four Left Feet belong to Lisa Lee and Lora Mason. Lee enjoys walking around the Capitol after work, while Mason puts in her time on a treadmill.

### Charlie's Angels

No, it's not a rip off of the old TV show. Team captain Colby Wagoner's first name is Charles, so the Angels thought it a fitting name.

"Our team is made up of Kalin Ramsey from the Office of Technology, and Brenda Chandler, Rae Williams and me from Adult and Child Health Improvement," Wagoner said. "We're a pretty competitive group - and we're mostly competing with each other."

Everyone on the team does some running, but the two high-rollers last week were Wagoner and Ramsey. "Kalin already has 76 PAMS for walking, and so far I've managed to get 90 PAMS for running," Wagoner said. "As the physical activity coordinator with the state Nutrition and Physical Activity Program, I really need to do my best.

"The best thing is that we're all having fun," he said.

### Lab Looneys

Team captain Brenda Shipp says the Lab Looneys are a generally active bunch. "We began walking last year as a group, so this is just a continuation of that experience," she said.

Shipp and team members Leigh Ann Bates, Linda Dailey and Jason Sedlaczek enjoy a variety of activities. Some lift weights, run, do aerobics and mow grass -- and they all keep moving.

Shipp said 40 of the 50 state lab employees are participating in Get Moving CHFS!

"We talk about it all the time," she said. "And we really like the pedometers."

### **Team George**

Named for newly appointed executive director of the Ombudsman's Office George Myers, Team George is composed of team captain Julie Cubert, Darryl Greenburg, George Myers and Nancy Ovesen.

"Let me make this very clear," said Cubert, "I am definitely the weak link in this team. George cycles while his wife Elizabeth Anne jogs. He also enjoys racquetball. Nancy Ovesen is like a hamster in a cage - she walks everywhere in this building. She is never still. And Darryl is the 'flagship' member of our team. He jogs 4.7 miles per day, regularly plays tennis in two-hour sessions and walks a lot.

"Undersecretary Fields had already named Darryl as one of his team members, but we called foul because Darryl is technically assigned to the Ombudsman's Office," Cubert said. "We got him back."

Fields added a little honey to the pot by challenging all teams in his vertical. He will take the team who gets the most PAMs to dinner - anywhere in the state. "If we win, we'll let Darryl decide where he wants to go for dinner," Cubert said.

"Get Moving CHFS! has really gotten people moving," she said. "It has fostered a lot of friendly competitiveness - so much so that some people are taking the steps up to the sixth floor, as well as walking. This is really great."

### **Employee Security Badges - Cost for Replacement**

Please note that if an employee or contractor loses his/her security badge, the cabinet currently charges a \$5 replacement fee. Since the Finance Cabinet has recently taken over production and management of the cabinet's badges, the replacement fee charged to the cabinet has increased by \$11 (total replacement cost \$16).



The revised procedure has been posted on the CHFS Intranet.

Effective May 1, employees/contractors will be assessed a \$16 replacement fee for any security badge that must be replaced due to the individual's negligence (i.e. lost, damage beyond normal 'wear-and-tear,' etc.) or if the individual requests a name change.

*This notice applies only to the Human Resources, Jefferson L & N, London, Jackson, Owensboro, and Richmond state office buildings.*

Please contact C-Ann Robinson, Office of Human Resource Management, with any questions. She can be reached at (502)564-7770 Ext. 3333.

### **Personnel Management Training scheduled**

*If you are a new manager or supervisor, this is important information for you!*

The Office of Human Resource Management requires that all new managers and supervisors attend Personnel Management Training. The training will give you a beginning knowledge of management issues and the tools to handle day-to-day personnel situations.

Training sessions are held over two days. The first day covers:

- ◆ the hiring and selection process (4.5 hours) and
  - ◆ grievances, complaints and appeals (1.5 hours).
- You will be assigned an individual self-study related to leave procedures.

The second day covers:

- ◆ a review of your self-study assignment (1 hour) and
- ◆ performance management and evaluations (6 hours).

A third day of required training on disciplinary actions and anti-harassment policies and procedures can be taken online through the Kentucky Virtual University (KVU).

### **Frankfort Area Training Dates**

Training dates for the Frankfort area are scheduled on:

- ◆ May 10 (day 1 topics) and May 11 (day 2 topics)
- ◆ Aug. 17 (day 1 topics) and Aug. 18 (day 1 topics)
- ◆ Aug. 24 (day 2 topics) and Aug. 25 (day 2 topics)

Classes begin at 8:30 a.m. and end at 4 p.m.

To register for training in the Frankfort area, please e-mail [Maranda.Cummins@ky.gov](mailto:Maranda.Cummins@ky.gov) and include your preferred dates.

#### **Department for Community Based Services (DCBS)**

If you are a new manager or supervisor for DCBS, local sessions are being scheduled through the Training Resource Information System (TRIS).

#### **Mental Health/Mental Retardation (MHMR) Facilities**

If you are a new manager or supervisor in an MHMR facility, local training dates are being scheduled through the facility training departments.

#### **Satellite Offices**

If you are a new manager or supervisor in a satellite office, please plan to attend training in Frankfort, or contact [Donna.Clinkenbeard@ky.gov](mailto:Donna.Clinkenbeard@ky.gov) to arrange a local session.

#### **Previous Manager or Supervisor Training**

If you completed a similar training in the former Cabinet for Families and Children or Cabinet for Health Services, you are not required to attend a second training. However, if you would like a refresher course, you are welcome to attend.

#### **CHFS Focus Health Tip of the Week: It's Spring; Take Time to Think Sports Safety for Kids**

*By Anne Parr, R.N.*

April is National Sports Safety Month, and it's a good time to keep safety in mind while children revel in the opportunities that spring affords for engaging in sports activities. It can happen in the blink of an eye. It makes parents' hearts pound; panic and fear shooting through their minds. One moment, a fun game is under way – in the next, a sports injury has one of their children lying on the ground hurt.



Fortunately, getting hurt doesn't have to be "part of the game." It is estimated that half of all sports and recreation related injuries can be prevented. Protective equipment, safer playing environments and rules designed to prevent injury are important elements of any game plan to reduce the frequency and severity of injury. Simple safety precautions like proper conditioning and equipment can help your kids stay safe.

Did you know that:

- ◆ According to the Centers for Disease Control and Prevention (CDC), nationally, more than 775,000 children under age 15 are treated in hospital emergency departments for sports-related injuries each year;
- ◆ About 80 percent of these injuries are from football, basketball, baseball or soccer; and
- ◆ Most sports-related injuries in children – about two-thirds of them – are sprains and strains; only 5 percent of sports injuries involve broken bones?

Kids who play sports will get hurt – that's a fact. Protecting your child from sports injuries should not mean keeping him or her out of sports and stuck in the house. The long-term benefits of sports for children are clear. Exercise is crucial for maintaining proper weight, improving strength and coordination and building lifelong good health habits early. Emotionally, team sports can help children build social skills and can provide a general sense of well-being.

Let them play – but play smart!

For more information on youth sport safety, visit the National Youth Sports Safety Foundation at [www.nyssf.org](http://www.nyssf.org).

#### **Hoffman receives Associate Commissioner Award**

Kathy Hoffman, Manager of the Administrative Services Branch in the Department for Disability Determination Services was awarded an Associate Commissioner Award at the National Disability Forum held in San Diego, California, the week of April 4-8, 2005. Kathy was presented the award in recognition of her outstanding performance, dedication, leadership, and service to the Disability Determination Services and the citizens of the Commonwealth of Kentucky.



*Above right: Kathy Hoffman, center, is presented with her Associate Commissioner Award. Pictured with Hoffman is Lenore Carlson (left), Associate Commissioner in charge of the Office of Disability Determinations in Baltimore, MD, and Paul Barnes (right), Regional Commissioner for the Atlanta Regional Office. Kentucky DDS is part of the Atlanta Region.*

## Frankfort lunch session to address many benefits of exercise

By Anya Armes Weber

David Smith will be at the conference room in Frankfort's CHR building cafeteria from 12:15 to 12:45 p.m. on Wednesday, April 27, for a Lunch and Learn session sponsored by the cabinet's Wellness Committee.



Smith will speak about how exercise reduces the stress in our lives and helps us physically, mentally, emotionally and spiritually. His 20-minute presentation will be followed by a 10-minute question and answer period.

Smith works in the Department for Mental Health and Mental Retardation Services, where he provides technical assistance from a clinical point of view. He is a registered nurse, has a master's degree in clinical psychology and is a licensed marriage and family therapist associate.

It's a skill we must develop over time, Walther says. To begin, purge the words "I failed..." from your vocabulary, and replace them with positive words like "I learned..." to help your mind focus on the lessons involved.

Next, get in the habit of using "challenge" when others would say "problem." Try "I'll be glad to" instead of "I'll have to," and "I'm getting better at..." rather than "I'm no good at..."

The subliminal effect of changing even a few words, Walther says, can prompt your mind to come up with creative solutions rather than dreading or ignoring a problem.

## Power outage rescheduled for CHR Complex

All electrical power including the elevators and all lighting will be interrupted on Saturday, April 30 between the hours of 3 and 6 a.m. The building will be totally dark and all mechanical systems will be off during this period.



The outage will not occur if outside temperatures are **ABOVE 70 DEGREES**.

## Employee Enrichment

By Anya Armes Weber



*Employee Enrichment is a weekly feature for CHFS staff. These tips for making work better focus on team building, customer service and personal development.*

Some motivational speakers suggest that becoming an optimist can actually make us happier. In his book "Power Talking," author George Walther writes that we can actually change our thinking habits by modifying our personal language.